



Name _____

**SUBSTITUTE PAY RATES (eff. 11/9/2022)
Certificated and Classified Substitutes, Specialty & Support Staff**

Certificated Service

Incentive Program (begins 1/1/23): Substitutes who work in a certificated role for a specified number of days will receive a bonus. Substitutes must be an active employee at time of payout to receive the bonus. A full day is 7 or more hours.

- Work 50 or more full days from August 1 to December 31 will receive \$750
- Work 50 or more full days from January 1 to May 30 will receive \$750

Substitute Teacher (CTC or 30-day permit): \$28.50 per hour

Subs are paid by the hour for assignments. Subs working over 5 hours will have a minimum of half-hour, unpaid meal period.

Long-Term Substitute Assignment: \$30.00 per hour

For full-time assignments that last 10 or more continuous days for the same teacher. Substitute will have the same work schedule, duties, and responsibilities as the regular teacher of record, including lesson planning/prep, staff meetings etc.

Certificated staff working in classified capacity \$23.50 per hour

Must hold full teaching credential (Preliminary or Clear credential holder). 30-day permit holders working in classified capacity will be paid at the classified rates listed below.

Supplemental Hourly Tutoring programs: \$35 per hour

Classified Service

Classified Administrative Assistant, Teachers Assistant and
Classified Club Montessori \$15.50/hr with HS Diploma
\$16.50/hr with AA or 60+ units
\$17.50/hr with BA/BS or 120+ units

Classified Special Education Teacher Assistant
(Includes \$1.00 stipend) \$16.50/hr with HS Diploma
\$17.50/hr with AA or 60+ units
\$18.50/hr with BA/BS or 120+ units

BCBA (Board Certified Behavior Analyst) \$35/hr
SLPA (Speech and Language Pathology Assistant) \$22/hr

Long-Term Classified assignments

(10 or more days in same work assignment): Add \$1.00 per hour to the above classified substitute rates. The additional \$1 shall be paid at the beginning of the 10th day of service, retroactive to the first day of service in identified assignment. At the conclusion of the assignment, regular substitute rates shall resume.

Classified Lunch & Yard Duty/Traffic Monitor \$15.50 per hour
(Stand alone assignment, separate from other classified work service assignments such as TA or Club M service)

Maintenance/Custodial – on-call/substitute service \$16.50 per hour

* Current classified employees who are invited/approved to substitute in alternate work assignments will be paid at the prevailing rate corresponding to their regular work assignment less any special service stipends (i.e. supervisory or departmental work assignments).

* CMP will reimburse substitutes for driving to our Elk Grove or Shingle Springs campuses if they live more than 20 miles away from those campuses. Mileage reimbursement will be based on current IRS rate.

Employee Signature: _____ Date: _____